

**First Regular Session
Seventy-fifth General Assembly
STATE OF COLORADO**

REREVISED

*This Version Includes All Amendments
Adopted in the Second House*

LLS NO. 25-0499.03 Kristen Forrestal x4217

HOUSE BILL 25-1328

HOUSE SPONSORSHIP

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SENATE SPONSORSHIP

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House Committees

Health & Human Services
Appropriations

Senate Committees

Business, Labor, & Technology
Appropriations

A BILL FOR AN ACT

101 **CONCERNING THE IMPLEMENTATION OF THE RECOMMENDATIONS**
102 **MADE BY THE DIRECT CARE WORKFORCE STABILIZATION BOARD,**
103 **AND, IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.**

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)

The bill implements recommendations made by the direct care workforce stabilization board (board) by:

- Requiring the board to investigate health-care benefits for the direct care workforce;
- Requiring the department of labor and employment

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing law.
Dashes through the words or numbers indicate deletions from existing law.

SENATE
3rd Reading Unamended
May 6, 2025

SENATE
2nd Reading Unamended
May 2, 2025

HOUSE
3rd Reading Unamended
April 28, 2025

HOUSE
Amended 2nd Reading
April 25, 2025

(department) to collaborate with the board and other entities to establish a comprehensive "know your rights" training for direct care workers;

- Requiring the department to ensure that the "know your rights" training is available to direct care workers, to allow worker organizations to participate in the training free of charge, and to report direct care worker training completion information to the board; and
- Requiring direct care employers to conduct and document direct care worker training attendance, distribute a notice of rights to direct care workers, and inform all employees about the direct care worker website and communication platform established by the department of health care policy and financing.

The bill also requires the director of the division of labor standards and statistics (director) in the department to provide compliance assistance to direct care employers and investigate possible violations by the employers. The director is also required to enforce compliance with the requirements in the bill.

To implement the board's recommendations, the bill also requires the department of health care policy and financing to:

- Establish a website and communication platform for direct care workers;
- In coordination with the board, develop a direct care worker-specific notice of rights for direct care employers;
- Collaborate with direct care employers to inform direct care workers about the website and communication platform;
- Allow specified entities access to the contact information of each direct care worker enrolled in the communication platform; and
- Convene and administer an interested party advisory group pursuant to federal requirements.

The bill also establishes the direct care worker minimum wage at \$17 per hour beginning July 1, 2025, and encourages the state to set the minimum wage for direct care workers at \$25 per hour by January 1, 2028.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1. Legislative declaration.** (1) The general assembly
3 finds and declares that:

4 (a) Colorado's long-term care system is in crisis;

1 (b) Colorado's population of adults aged 65 and older is projected
2 to grow by 36% by 2030, reaching 1.2 million people. Meanwhile, the
3 state relies on just 59,000 direct care workers to meet this growing
4 demand, which is far too few to ensure everyone who needs care can
5 access it.

6 (c) Over 80% of Colorado's direct care workforce are women, and
7 44% are women of color;

8 (d) Not all direct care workers are paid a livable wage, many do
9 not have basic benefits like personal time off and health insurance, and
10 some experience wage theft and workplace discrimination, leading to a
11 high turnover rate;

12 (e) In 2023, the general assembly established the direct care
13 workforce stabilization board, bringing direct care workers, individuals
14 receiving care, and direct care industry representatives to study the
15 systemic issues driving high turnover and direct care worker shortages;

16 (f) By 2028, the federal Centers for Medicare and Medicaid
17 Services will require states to report the percentage of Medicaid payments
18 made for direct care worker compensation; and

19 (g) The state is encouraged to institute an hourly minimum wage
20 rate of twenty-five dollars per hour by January 1, 2028, for individuals
21 who provide direct care services.

22 (2) Therefore, the intent of the general assembly is to implement
23 the direct care workforce stabilization board's recommendations to
24 stabilize the state's direct care workforce and to ensure Coloradans have
25 access to the high-quality, comprehensive, in-home care they need. The
26 recommendations include compliance with federal laws and regulations
27 concerning payment of direct care workers and the acceptance of federal

1 money to support a communication platform.

2 **SECTION 2.** In Colorado Revised Statutes, 8-7.5-104, **add** (3.5)
3 as follows:

4 **8-7.5-104. Duties of the board - recommendations for**
5 **minimum direct care employment standards - analysis of market**
6 **conditions - public outreach - report.** (3.5) THE BOARD SHALL
7 INVESTIGATE HEALTH-CARE BENEFITS FOR THE DIRECT CARE WORKFORCE,
8 INCLUDING THE OVERALL COSTS WITHIN THE INDUSTRY IN COMPARISON TO
9 OTHER SIMILAR INDUSTRIES, THE IMPLICATIONS OF A FAMILY CAREGIVER
10 MODEL FOR DIRECT CARE WORKERS ON HEALTH INSURANCE COSTS AND
11 MEDICAID RATES, INNOVATIVE SOLUTIONS FOR IMPROVING QUALITY OF
12 CARE, AND REDUCING THE COST OF CARE AND HOW TO FUND THE
13 HEALTH-CARE BENEFITS AND WHETHER MEDICAID REIMBURSEMENT CAN
14 CONTRIBUTE TO THE COST OF THESE HEALTH-CARE BENEFITS.

15 **SECTION 3.** In Colorado Revised Statutes, **add** 8-7.5-108 and
16 8-7.5-109 as follows:

17 **8-7.5-108. Direct care employers - direct care worker rights**
18 **training - direct care worker communication platform - direct care**
19 **worker website.** (1) BY JANUARY 1, 2026, THE DEPARTMENT SHALL
20 COLLABORATE WITH THE BOARD AND ANY OTHER ENTITIES DEEMED
21 RELEVANT BY THE DEPARTMENT TO ESTABLISH A COMPREHENSIVE "KNOW
22 YOUR RIGHTS" TRAINING FOR DIRECT CARE WORKERS THAT INCLUDES
23 INFORMATION CONCERNING:

24 (a) THE DIRECT CARE WORKER BASE WAGE;

25 (b) WAGES AND HOURS FOR OVERTIME WORK;

26 (c) THE "HEALTHY FAMILIES AND WORKPLACES ACT", PART 4 OF
27 ARTICLE 13.3 OF THIS TITLE 8;

1 (d) THE "FAMILY CARE ACT", PART 2 OF TITLE 13.3 OF THIS TITLE
2 8;

3 (e) THE FEDERAL "PATIENT PROTECTION AND AFFORDABLE CARE
4 ACT", PUB.L. 111-148, AS IT RELATES TO WORKER RIGHTS;

5 (f) TRAVEL TIME RULES, AS THE RULES RELATE TO THE
6 EMPLOYMENT OF DIRECT CARE WORKERS;

7 (g) CIVIL RIGHTS PROTECTED BY COLORADO LAW THAT ARE
8 RELEVANT TO THE EMPLOYMENT OF DIRECT CARE WORKERS;

9 (h) WHERE A DIRECT CARE WORKER CAN LEARN MORE ABOUT THE
10 TOPICS COVERED IN THE TRAINING;

11 (i) WHERE AND HOW TO FILE A COMPLAINT, INCLUDING RIGHTS
12 SECURED UNDER THE "PROTECTING OPPORTUNITIES AND WORKERS'
13 RIGHTS ACT", SENATE BILL 23-172, ENACTED IN 2023; AND

14 (j) THE CONTENTS OF THE WEBSITE ESTABLISHED IN SECTION
15 25.5-1-208, HOW TO USE THE COMMUNICATION PLATFORM ESTABLISHED
16 IN SECTION 25.5-1-208, THE BENEFITS TO THE DIRECT CARE WORKER OF
17 PARTICIPATION IN THE COMMUNICATION PLATFORM, HOW DIRECT CARE
18 WORKER CONTACT INFORMATION WILL BE USED, AND HOW TO OPT IN TO
19 AND OPT OUT OF THE COMMUNICATION PLATFORM.

20 (2) THE DEPARTMENT SHALL:

21 (a) ENSURE THAT THE COMPREHENSIVE "KNOW YOUR RIGHTS"
22 TRAINING REQUIRED TO BE ESTABLISHED BY SUBSECTION (1) OF THIS
23 SECTION IS AVAILABLE TO DIRECT CARE WORKERS AND DIRECT CARE
24 EMPLOYERS;

25 (b) ALLOW WORKER ORGANIZATIONS TO PARTICIPATE IN THE
26 "KNOW YOUR RIGHTS" TRAINING;

27 (c) ALLOW REPRESENTATIVES OF THE BOARD TO PARTICIPATE IN

1 THE "KNOW YOUR RIGHTS" TRAININGS;

2 (d) NOT CHARGE A FEE TO DIRECT CARE EMPLOYERS OR DIRECT

3 CARE WORKERS FOR THE "KNOW YOUR RIGHTS" TRAINING;

4 (e) REPORT PERIODICALLY TO THE BOARD CONCERNING DIRECT

5 CARE WORKER COMPLETION OF THE "KNOW YOUR RIGHTS" TRAINING; AND

6 (f) PROVIDE A CERTIFICATION OF COMPLETION OF THE "KNOW

7 YOUR RIGHTS" TRAINING TO THE DIRECT CARE WORKER.

8 (3) A DIRECT CARE EMPLOYER SHALL:

9 (a) ON OR BEFORE OCTOBER 1, 2026, OR WITHIN NINETY DAYS

10 AFTER THE DIRECT CARE WORKER WEBSITE AND THE COMMUNICATION

11 PLATFORM ARE ESTABLISHED PURSUANT TO SECTION 25.5-1-208 (2),

12 WHICHEVER IS EARLIER, REQUIRE EACH DIRECT CARE WORKER TO PROVIDE

13 DOCUMENTATION OF A COMPLETED "KNOW YOUR RIGHTS" TRAINING

14 ADMINISTERED BY THE DEPARTMENT.

15 (b) DISTRIBUTE A DIRECT CARE WORKER-SPECIFIC NOTICE OF

16 RIGHTS DEVELOPED BY THE DEPARTMENT IN COORDINATION WITH THE

17 BOARD AND THE DEPARTMENT OF HEALTH CARE POLICY AND FINANCING

18 PURSUANT TO SECTION 25.5-1-208 (3)(a) TO EACH DIRECT CARE WORKER

19 EMPLOYED BY THE EMPLOYER AND TO EACH NEW DIRECT CARE WORKER

20 AT THE TIME OF HIRE THAT INCLUDES:

21 (I) "KNOW YOUR RIGHTS" TRAINING INFORMATION;

22 (II) THE CONTENTS OF THE DIRECT CARE WORKER WEBSITE AND

23 COMMUNICATION PLATFORM;

24 (III) HOW TO OPT IN TO THE COMMUNICATION PLATFORM AND THE

25 POTENTIAL BENEFITS OF OPTING INTO THE COMMUNICATION PLATFORM;

26 (IV) HOW TO USE THE COMMUNICATION PLATFORM;

27 (V) HOW AND WHAT DIRECT CARE WORKER CONTACT

1 INFORMATION MAY BE SHARED; AND

2 (VI) HOW TO OPT OUT OF THE COMMUNICATION PLATFORM AND
3 COMMUNICATIONS FROM THE COMMUNICATION PLATFORM; AND

4 (c) INFORM ALL EMPLOYEES ABOUT THE DIRECT CARE WORKER
5 WEBSITE AND COMMUNICATION PLATFORM ESTABLISHED BY THE
6 DEPARTMENT OF HEALTH CARE POLICY AND FINANCING PURSUANT TO
7 SECTION 25.5-1-208.

8 **8-7.5-109. Compliance assistance - violations - enforcement.**

9 (1) THE DIRECTOR OF THE DIVISION OF LABOR STANDARDS AND
10 STATISTICS SHALL PROVIDE COMPLIANCE ASSISTANCE TO DIRECT CARE
11 EMPLOYERS AS WARRANTED AND SHALL INVESTIGATE LEADS CONCERNING
12 POSSIBLE VIOLATIONS OF THE TRAINING AND NOTICE REQUIREMENTS SET
13 FORTH IN THIS ARTICLE 7.5 AND OTHER ALLEGED LABOR VIOLATIONS
14 AGAINST DIRECT CARE WORKERS THAT, IN THE DIRECTOR'S GOOD FAITH
15 DISCRETION AND JUDGMENT, WARRANT INVESTIGATION.

16 (2) THE DIRECTOR OF THE DIVISION OF LABOR STANDARDS AND
17 STATISTICS SHALL ENFORCE COMPLIANCE AND SHALL IMPOSE A FINE ON A
18 DIRECT CARE EMPLOYER THAT VIOLATES THIS ARTICLE 7.5 OF ONE
19 HUNDRED DOLLARS FOR EACH DIRECT CARE WORKER AFFECTED BY EACH
20 VIOLATION. A DIRECT CARE EMPLOYER THAT DEMONSTRATES A GOOD
21 FAITH EFFORT TO COMPLY WITH THIS ARTICLE 7.5 IS NOT SUBJECT TO A
22 FINE FOR THE EMPLOYER'S FIRST VIOLATION FOR A WORKER COVERED BY
23 THE VIOLATION. THE DIRECTOR SHALL DOUBLE THE AMOUNT OF THE FINE
24 FOR EACH VIOLATION AFTER A PRIOR VIOLATION OF THE SAME OR SIMILAR
25 TYPE WITHIN FIVE YEARS. THE DIVISION SHALL TRANSMIT THE MONEY
26 COLLECTED FROM FINES IMPOSED PURSUANT TO THIS SUBSECTION (2) TO
27 THE STATE TREASURER, WHO SHALL CREDIT THE MONEY TO THE WAGE

1 THEFT ENFORCEMENT FUND CREATED IN SECTION 8-4-113 (3).

2 SECTION 4. In Colorado Revised Statutes, **add** 25.5-1-208 and
3 25.5-1-209 as follows:

4 25.5-1-208. **Direct care worker website and communication**
5 **platform - enrollment of direct care workers - training, worker**
6 **rights, employment matching - department of labor and employment**
7 **access - gifts, grants, or donations - definitions.** (1) AS USED IN THIS
8 SECTION AND SECTION 25.5-1-209, UNLESS THE CONTEXT OTHERWISE
9 REQUIRES:

10 (a) "BOARD" MEANS THE DIRECT CARE WORKFORCE STABILIZATION
11 BOARD CREATED IN SECTION 8-7.5-103.

12 (b) "DIRECT CARE CONSUMER" HAS THE MEANING SET FORTH IN
13 SECTION 8-7.5-102.

14 (c) "DIRECT CARE EMPLOYER" HAS THE MEANING SET FORTH IN
15 SECTION 8-7.5-102.

16 (d) "DIRECT CARE SERVICES" HAS THE MEANING SET FORTH IN
17 SECTION 8-7.5-102.

18 (e) "DIRECT CARE WORKER" HAS THE MEANING SET FORTH IN
19 SECTION 8-7.5-102.

20 (f) "MEDICAL ASSISTANCE PROGRAM" MEANS THE "COLORADO
21 MEDICAL ASSISTANCE ACT", ARTICLES 4 TO 6 OF THIS TITLE 25.5.

22 (g) "PLATFORM" OR "COMMUNICATION PLATFORM" MEANS THE
23 DIRECT CARE WORKER COMMUNICATION PLATFORM CREATED IN THIS
24 SECTION.

25 (h) "WEBSITE" MEANS THE DIRECT CARE WORKER WEBSITE
26 CREATED IN THIS SECTION.

27 (i) "WORKER ORGANIZATION" HAS THE MEANING SET FORTH IN

1 SECTION 8-7.5-102.

2 (2) ON OR BEFORE JULY 1, 2026, THE STATE DEPARTMENT SHALL
3 COLLABORATE WITH THE BOARD AND ESTABLISH A DIRECT CARE WORKER
4 WEBSITE AND COMMUNICATION PLATFORM FOR DIRECT CARE WORKERS.

5 THE STATE DEPARTMENT SHALL ENSURE THAT THE PLATFORM:

6 (a) SUPPORTS DIRECT CARE CONSUMERS IN IDENTIFYING AND
7 EMPLOYING QUALIFIED DIRECT CARE WORKERS;

8 (b) FACILITATES RECRUITMENT AND RETENTION OF DIRECT CARE
9 WORKERS PAID THROUGH REIMBURSEMENT BY THE MEDICAL ASSISTANCE
10 PROGRAM;

11 (c) ENSURES ACCESS TO CARE FOR ALL MEMBERS;

12 (d) SUPPORTS THE STATE DEPARTMENT IN MONITORING ACCESS TO
13 AND QUALITY OF CARE FOR DIRECT CARE CONSUMERS WHO RECEIVE
14 DIRECT CARE SERVICES;

15 (e) PROVIDES A REGULAR CADENCE OF COMMUNICATION BY THE
16 STATE DEPARTMENT, TO BE DETERMINED IN CONSULTATION WITH THE
17 BOARD, TO WORKERS WHO HAVE OPTED IN TO THE COMMUNICATION
18 PLATFORM, INCLUDING UPDATES FROM THE BOARD, RELEVANT STATE
19 DEPARTMENT INITIATIVES, AND POTENTIAL CHANGES TO WORKER RIGHTS
20 AND BENEFITS;

21 (f) MAINTAINS AN ELECTRONIC EMPLOYMENT MATCHING SYSTEM
22 TO HELP DIRECT CARE CONSUMERS IDENTIFY DIRECT CARE WORKERS WITH
23 THE RIGHT AVAILABILITY AND SKILL SET, EXPERIENCE WITH DEMENTIA,
24 LANGUAGE PROFICIENCY, AND SPECIFIC CERTIFICATIONS; AND

25 (g) PROVIDES EACH DIRECT CARE WORKER WITH THE OPPORTUNITY
26 TO OPT IN TO AND OPT OUT OF THE COMMUNICATION PLATFORM.

27 (3) THE STATE DEPARTMENT SHALL:

1 (a) IN COORDINATION WITH THE BOARD, DEVELOP A DIRECT CARE
2 WORKER-SPECIFIC NOTICE OF RIGHTS FOR DIRECT CARE EMPLOYERS TO
3 DISTRIBUTE TO THEIR EMPLOYEES PURSUANT TO SECTION 8-7.5-108 (3)(b);
4 AND

5 (b) COLLABORATE WITH DIRECT CARE EMPLOYERS TO INFORM
6 DIRECT CARE WORKERS OF THE BENEFITS OF THE PLATFORM.

7 (4) (a) THE WEBSITE MUST INCLUDE:

8 (I) TRAINING ON DIRECT CARE WORKER BASIC JOB DUTIES, HEALTH
9 AND SAFETY IN THE WORKPLACE, AND HOW TO PROVIDE CULTURALLY
10 COMPETENT CARE;

11 (II) INFORMATION REGARDING DIRECT CARE WORKER RIGHTS,
12 INCLUDING INCREASES TO THE DIRECT CARE WORKER BASE WAGE; THE
13 "HEALTHY FAMILIES AND WORKPLACES ACT", PART 4 OF ARTICLE 13.3 OF
14 TITLE 8; NEW LABOR LAWS, RULES, REGULATIONS, AND PRACTICES; OR
15 OTHER LAWS, RULES, REGULATIONS, AND PROCESSES DESIGNED TO
16 STABILIZE THE DIRECT CARE WORKFORCE;

17 (III) A CALENDAR OF THE TRAINING EVENTS THAT ARE PROVIDED
18 BY THE STATE DEPARTMENT AND ARE FREE OF CHARGE TO DIRECT CARE
19 WORKERS CONCERNING THE RIGHTS OF DIRECT CARE WORKERS AND THE
20 INFORMATION THAT CAN BE LEARNED IN EACH TRAINING;

21 (IV) THE ABILITY FOR COMMUNICATION PLATFORM USERS TO OPT
22 IN TO AND OPT OUT OF PLATFORM COMMUNICATIONS;

23 (V) COMMUNICATION ON HOW DIRECT CARE WORKERS CAN
24 ACCESS MEDICAL ASSISTANCE PROGRAM BENEFITS, INCLUDING:

25 (A) MEDICAL ASSISTANCE PROGRAM BUY-IN FOR WORKING
26 ADULTS WITH DISABILITIES; ■■■

27 (B) MEDICAL ASSISTANCE FOR A FAMILY MEMBER IN THE DIRECT

1 CARE WORKER'S HOUSEHOLD WITH A DISABILITY OR WHO IS SIXTY-FIVE
2 YEARS OF AGE OR OLDER; AND

3 (C) OTHER BENEFITS THE DEPARTMENT DEEMS APPLICABLE.

4 (VI) ACCESS TO THE STATE DEPARTMENT'S CORE CURRICULUM
5 TRAINING; AND

6 (VII) A LINK TO THE STATE DEPARTMENT'S DIRECT CARE WORKER
7 SURVEY.

8 (b) THE STATE DEPARTMENT SHALL REVIEW AND APPROVE ALL
9 WEBSITE AND COMMUNICATION PLATFORM CONTENT FOR ACCURACY
10 BEFORE IT IS POSTED PUBLICLY.

11 (5)(a) WITHIN THREE MONTHS AFTER THE ESTABLISHMENT OF THE
12 COMMUNICATION PLATFORM AND EVERY THREE MONTHS THEREAFTER,
13 THE STATE DEPARTMENT SHALL ALLOW THE DEPARTMENT OF LABOR AND
14 EMPLOYMENT, WORKER ORGANIZATIONS, ORGANIZATIONS REPRESENTING
15 DIRECT CARE EMPLOYERS, AND ORGANIZATIONS REPRESENTING DIRECT
16 CARE CONSUMERS TO HAVE ACCESS TO THE FULL NAME, TELEPHONE
17 NUMBER, AND EMAIL ADDRESS FOR EACH DIRECT CARE WORKER WHO HAS
18 OPTED INTO THE COMMUNICATION PLATFORM TO INFORM THE WORKER OF
19 THEIR RIGHTS, TO SUPPORT THE WORKER IN ENGAGING WITH THE BOARD,
20 AND TO ACCOMPLISH THE COMMUNICATION PLATFORM'S DIRECT CARE
21 CONSUMER-MATCHING FUNCTIONS.

22 (b) IN FULFILLING THE OBLIGATIONS OF THIS SECTION, THE STATE
23 DEPARTMENT, WORKER ORGANIZATIONS, ORGANIZATIONS REPRESENTING
24 DIRECT CARE EMPLOYERS, AND ORGANIZATIONS REPRESENTING DIRECT
25 CARE CONSUMERS MUST COMPLY WITH APPLICABLE LAWS AND RULES
26 PROTECTING PERSONAL IDENTIFYING INFORMATION, INCLUDING PART 1 OF
27 ARTICLE 74 OF TITLE 24 AND PART 13 OF ARTICLE 1 OF TITLE 6. WORKER

1 ORGANIZATIONS AND ORGANIZATIONS REPRESENTING DIRECT CARE
2 CONSUMERS SHALL NOT HAVE ACCESS TO THE NAME OR PRIVATE DATA OF
3 ANY DIRECT CARE CONSUMER OR DIRECT CARE CONSUMER'S
4 REPRESENTATIVE OR INDICATE THAT AN INDIVIDUAL DIRECT CARE
5 WORKER IS A DIRECT CARE CONSUMER'S RELATIVE OR HAS THE SAME
6 ADDRESS AS A DIRECT CARE CONSUMER. AN ORGANIZATION OR
7 INDIVIDUAL WHO RECEIVES DIRECT CARE WORKER CONTACT INFORMATION
8 SHALL NOT SHARE, SELL, OR OTHERWISE DISTRIBUTE THE INFORMATION
9 EXCEPT FOR THE PURPOSES IN SUBSECTION (5)(a) OF THIS SECTION.

10

11 **SECTION 5.** In Colorado Revised Statutes, 25.5-6-1603, **amend**
12 (2) as follows:

13 **25.5-6-1603. Minimum wage - wage pass-through requirement**
14 **for certain home care agencies - applicability - reports - recovery.**

15 (2) (a) On and after ~~July 1, 2020~~ JULY 1, 2025, the hourly minimum wage
16 RATE for ~~persons~~ INDIVIDUALS who provide DIRECT CARE SERVICES,
17 INCLUDING personal care services, homemaker services, or in-home
18 support services for which a home care agency may receive
19 reimbursement pursuant to the "Colorado Medical Assistance Act", is
20 ~~twelve dollars and forty-one cents~~ SEVENTEEN DOLLARS per hour.

21

22 (b) THE STATE DEPARTMENT SHALL ENFORCE THE MINIMUM
23 DIRECT CARE WORKER BASE WAGE THAT IS REQUIRED BY THIS SUBSECTION
24 (2).

25 **SECTION 6. Appropriation.** (1) For the 2025-26 state fiscal
26 year, \$120,105 is appropriated to the department of health care policy and
27 financing for use by the executive director's office. This appropriation is

1 from the general fund. To implement this act, the office may use this
2 appropriation as follows:

3 (a) \$95,960 for personal services, which amount is based on an
4 assumption that the office will require an additional 2.5 FTE;

5 (b) \$11,605 for operating expenses; and

6 (c) \$12,540 for general professional services and special projects.

7 (2) For the 2025-26 state fiscal year, the general assembly
8 anticipates that the department of health care policy and financing will
9 receive \$220,424 in federal funds to implement this act, which amount is
10 subject to the "(I)" notation as defined in the annual general appropriation
11 act for the same fiscal year. The appropriation in subsection (1) of this
12 section is based on the assumption that the department will receive this
13 amount of federal funds to be used as follows:

14 (a) \$95,959 for personal services;

15 (b) \$11,605 for operating expenses; and

16 (c) \$112,860 for general professional services and special
17 projects.

18 (2) For the 2025-26 state fiscal year, \$168,459 is appropriated to
19 the department of labor and employment for use by the division of labor
20 standards and statistics. This appropriation is from the general fund, and
21 is based on an assumption that the division will require an additional 1.6
22 FTE. To implement this act, the division may use this appropriation for
23 program costs related to labor standards.

24 **SECTION 7. Act subject to petition - effective date.** This act
25 takes effect at 12:01 a.m. on the day following the expiration of the
26 ninety-day period after final adjournment of the general assembly; except
27 that, if a referendum petition is filed pursuant to section 1 (3) of article V

1 of the state constitution against this act or an item, section, or part of this
2 act within such period, then the act, item, section, or part will not take
3 effect unless approved by the people at the general election to be held in
4 November 2026 and, in such case, will take effect on the date of the
5 official declaration of the vote thereon by the governor.